

# Position Evaluation

Classification: Environmental Protection Specialist PD#  
GS-0028-14

Organization: USACE – MSC  
Civil Works and Management Directorate  
Operations Division

1. References: OPM PCS Environmental Protection Specialist Series, GS-0028, Mar 95

2. Series and Title Determination:

Position serves as MSC Senior expert and program manager for the Regulatory Program of a large USACE Engineer Division with several separate district operating programs within a large region of the United States encompassing several states. As provided by referenced paragraph 1.b. above, position is initially established and classified in a professional “Interdisciplinary” capacity for assignment to one of a number of engineering disciplines or scientific specialties. Subject position is classified in a “non-interdisciplinary” capacity as requested by management for recruitment and placement purposes and/or reassignment of current incumbents with qualifying experience and training within proven capability to fully perform duties of this position in a nonprofessional capacity as Environmental Protection Specialist, GS-0028.

3. Grade Determination:

Position is evaluated by application of grading criteria as provided in FES 9 factor format for Environmental Protection Specialist work, reference 1.a. which substantially correlates with criteria for professional application of this work provided in reference 1.b. Summary of factor comparison follows:

Factor 1 – Knowledge Required by the Position	Level 1-8	1550 pts
Mastery of multiple program principles, concepts, practices, and methods exceeding that described at Level 7 of this factor as restricted to environmental cases and issues. (i.e. full range of Regulatory Program matters as associated with and gained through experience and training in the biological, ecological, soils, and civil engineering disciplines and sciences in a large and diverse geographical regional area, gained through experience and training, consistent with knowledge requirements as included in position description for interdisciplinary work).		

Factor 2 – Supervisory Controls	Level 2-5	650 pts
Administrative supervision with complete responsibility and authority to plan and carry out functional responsibilities, as described.		

Factor 3 – Guidelines	Level 3-5	650 pt
Broadly stated guidelines involving Federal, state, and local regulatory issues and		

concerns, requiring judgment and discretion in interpretation, revision and/or modification for use by other specialists throughout the region.

Factor 4 – Complexity	Level 4-5	325 pts
Duties consist of a wide variety of regulatory issues and conditions of unrelated processes pertaining to a broad range of activities in several district operations within the region. Work requires assessment of complex and diverse circumstances requiring in many instances the development of new approaches and methods in providing guidance for use by district personnel.		

Factor 5 – Scope and Effect	Level 5-5	325 pts
Purpose of the work is to plan Regulatory Program requirements in compliance with overall USACE and agency policy and regulations in coordination with other agencies, state, and local requirements and to develop approaches and methods for use by district operating personnel. Work affects regulatory program responsibilities throughout the MSC, other agencies, state and local programs.		

Factors 6 & 7 – Personal Contacts and Purpose	Level 6-3/7-c	180 pts
Contacts include personnel within and outside the MSC including contractors, community leaders, Federal and state regulatory agencies, etc. as described. Purpose of contacts is to negotiate, influence, and persuade the acceptance of program plans and requirements which are often met with skepticism and uncooperative approaches.		

Factor 8 – Physical Demands	Level 8-1	5 pts
Work is primarily sedentary.		

Factor 9 – Work Environment	Level 9-1	5 pts
Normally typical of office or similar environment		

Summary: Total point value of 3690 pts falls within the range of 3605 to 4050 pts equating to GS-14 grade level as provided by grade conversion table.

4. Conclusion:

Position is properly classified as Environmental Protection Specialist, GS-0028-14.